

**20A-3-103 Employee's right to time off for election.**

- (1)
  - (a) Each employer shall allow any voter to be absent from service or employment on election day for not more than two hours between the time the polls open and close.
  - (b) The voter shall apply for a leave of absence before election day.
  - (c)
    - (i) The employer may specify the hours during which the employee may be absent.
    - (ii) If the employee requests the leave of absence at the beginning or end of the work shift, the employer shall grant that request.
  - (d) The employer may not deduct from an employee's usual salary or wages because of the absence.
- (2) This section does not apply to an employee who has three or more hours between the time polls open and close during which the employee is not employed on the job.
- (3) Any employer who violates this section is guilty of a class B misdemeanor.

Enacted by Chapter 1, 1993 General Session